

1 NHS Staff health and wellbeing

There are 3 parts to this CQUIN indicator:

National CQUIN	Indicator	Indicator weighting (% of CQUIN scheme available)	Value (£)
CQUIN 1a	Introduction of health and wellbeing initiatives	33.3% of 0.75% (0.25%)	
CQUIN 1b	Healthy food for NHS staff, visitors and patients	33.3% of 0.75% (0.25%)	
CQUIN 1c	Improving the uptake of flu vaccinations for front line staff within Providers	33.3% of 0.75% (0.25%)	

1a. Introduction of Health and Wellbeing Initiatives

Indicator	
Indicator name	Introduction of health and wellbeing initiatives- Option B
Indicator weighting (% of CQUIN scheme available)	33.3% of 0.75% (0.25%)
Description of indicator	<p>Commissioners and Providers should choose between Option A or Option B</p> <p>The introduction of health and wellbeing initiatives covering physical activity, mental health and improving access to physiotherapy for people with MSK issues.</p> <p>Providers should develop a plan and ensure the implementation against this plan. This plan will be subject to peer review (further guidance will be issue on the peer review aspect in the next 4-6 weeks). This should cover the following three areas;</p> <ul style="list-style-type: none"> a) Introducing a range of physical activity schemes for staff. Providers would be expected to offer physical activity schemes with an emphasis on promoting active travel, building physical activity into working hours and reducing sedentary behaviour. They could also introduce physical activity sessions for staff which could include a range of physical activities such as; team sports, fitness classes, running clubs and team challenges. b) Improving access to physiotherapy services for staff. A fast track physiotherapy service for staff suffering from musculoskeletal (MSK) issues to ensure staff who are referred via GPs or Occupational Health can access it in a timely manner without delay; and c) Introducing a range of mental health initiatives for staff. Providers would be expected to offer support to staff such as, but not restricted to; stress management courses, line management training, mindfulness courses, counselling services including sleep counselling and mental health first aid

Indicator	
	training;
Numerator	N/A
Denominator	N/A
Rationale for inclusion	<p>Estimates from Public Health England put the cost to the NHS of staff absence due to poor health at £2.4bn a year – around £1 in every £40 of the total budget. This figure excludes the cost of agency staff to fill in gaps, as well as the cost of treatment. As well as the economic benefits that could be achieved, evidence from the staff survey and elsewhere shows that improving staff health and wellbeing will lead to higher staff engagement, better staff retention and better clinical outcomes for patients.</p> <p>The Five Year Forward View made a commitment ‘to ensure the NHS as an employer sets a national example in the support it offers its own staff to stay healthy’. This CQUIN builds on this promise and the developments made across England during the past year through some of the work being undertaken within NHS England’s Healthy Workforce Programme to help promote health and wellbeing for NHS staff and improve the support that is available for them in order for them to remain healthy & well.</p> <p>A key part of improving health and wellbeing for staff is giving them the opportunity to access schemes and initiatives that promote physical activity, provide them with mental health support and rapid access to physiotherapy where required. The role of board and clinical leadership in creating an environment where health and wellbeing of staff is actively promoted and encouraged.</p>
Data source	Local implementation plan
Frequency of data collection	Quarter 1 – once Quarter 4 - once
Organisation responsible for data collection	Provider
Frequency of reporting to commissioner	Quarter 1 – once Quarter 4 - once
Baseline period/date	N/A
Baseline value	N/A
Final indicator period/date (on which payment is based)	Quarter 4, 2016/17
Final indicator value (payment threshold)	Introducing the agreed initiatives as set out in their plan
Final indicator reporting date	Introducing the agreed initiatives as set out in their plan
Are there rules for any agreed in-year milestones that result in payment?	Yes see milestone requirements below.
Are there any rules for partial achievement of the indicator at the final indicator period/date?	N/A

Milestones

Date/period milestone relates to	Rules for achievement of milestones (including evidence to be supplied to commissioner)	Date milestone to be reported	Milestone weighting (% of CQUIN scheme available)
Quarter 1	Providers should have developed a plan to introduce and actively promote the three initiatives that is peer reviewed and signed off.	July 2016	20% of the indicator weighting for part 1a
Quarter 4	Providers should have implemented their initiatives (as agreed in their signed off plan) and actively promoted these services to staff to encourage uptake of initiatives.	March 31 2017	80% of the indicator weighting for part 1a

Supporting Guidance and References

<https://www.nice.org.uk/guidance/ng13>

Supplementary guidance on the health and wellbeing initiatives will be provided during the next 4-6 weeks.